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STATE OF THE GARRISON



STATE OF THE GARRISON BRIEFING HUNTER ARMY AIRFIELD

11 APRIL 2012

LTC EDWARD KOVALESKI, GARRISON COMMANDER

Proponent: Plans, Analysis, and Integration Office

One Installation – Two Communities

*Our mission is to provide Soldiers, Civilians and their Families with
a quality of life commensurate with the quality of their service.*



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AGENDA



IMCOM GC/PHILOSOPHY

LEADERSHIP CHANGES

MISSION PRIORITIES

ORGANIZATION CHANGES

THINGS WE ARE PROUD OF

WHAT'S NEXT

RESOURCES



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HANDOUTS

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- Information Paper – Civilian Strength Reduction
- Tri-fold QMB Accomplishments
- Employee Assistance Program
- Thrift Savings Program
- Information Websites
- Comment Card



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IMCOM CG/Philosophy

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IMCOM Commanding General
LTG Michael Ferriter

- Build Teams (Communication/Expectations)
- Do What's right – Always!
- Empower Subordinates
- Take Care of People
- Build Trust
- Great Units Enforce Standards
- Say Thank You -- Often!
- Never Quit



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FORT STEWART GARRISON COMMANDER **CHANGE OF COMMAND/RESPONSIBILITY**



(06 JUL 2012)

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Outgoing Garrison Commander
COL Kevin W. Milton



Outgoing Garrison Command
CSM James E. Ervin



Incoming Garrison Commander
COL Daniel Whitney



Incoming Garrison Command
CSM Louis Felicioni



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HAAF COMMAND TEAM



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Garrison Commander
LTC Edward A. Kovalski



Garrison Command Sergeant Major
CSM Stanley D. Hood, Sr.



Deputy Garrison Commander
Ernest A Tafoya



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NEW PERSONNEL



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James F. Niksch
Director, Directorate of Logistics

Mr. James Niksch assumed the Director of Logistics position on 20 NOV 2012. He has served 35 years within the Fort Stewart DOL; 8 of those years as the Deputy Director. Mr. Niksch brings a wealth of logistical knowledge and experience to our Fort Stewart/HAAF team.



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MISSION PRIORITIES

3RD ID UPDATE



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		3rd QTR FY 12			4th QTR FY 12			1st QTR FY 13		
		APR	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
3 ID	 AS OF: 3/8/2012	MIRX	CPX 2	Staff Ex 2	MAX LEAVE					
		EFMB	PDSS 2	PDSS 3						
1BCT		Raider Focus	JRTC 12-07		GUNNERY			MAX LEAVE		
		M777 NET								
2BCT		JRTC 12-06	OEF (1-30 IN)			MIP	OEF (1-64 AR)			
					JRTC (SFAAT)		OEF (SFAAT)			

REINTE-GRATION
 BLOCK LEAVE
 CEC
 EARLY/MAIN LBE
 SPECIAL REPAIR TEAMS
 GUNNERY
 MEDICAL RESET
 TANK BEV NET
 WIN-T LUT
 NTC/JRTC/C MTC
 BDE/BN FOCUS TRNG
 NMIB
 BDE/BN COC'S
 NCOES
 MTTs
 ARNG TRNG



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G3-TNG One Shot Calendar in "Calendars" folder at <https://3idintranet1.stewart.army.mil/staff/g3/training/default.aspx>



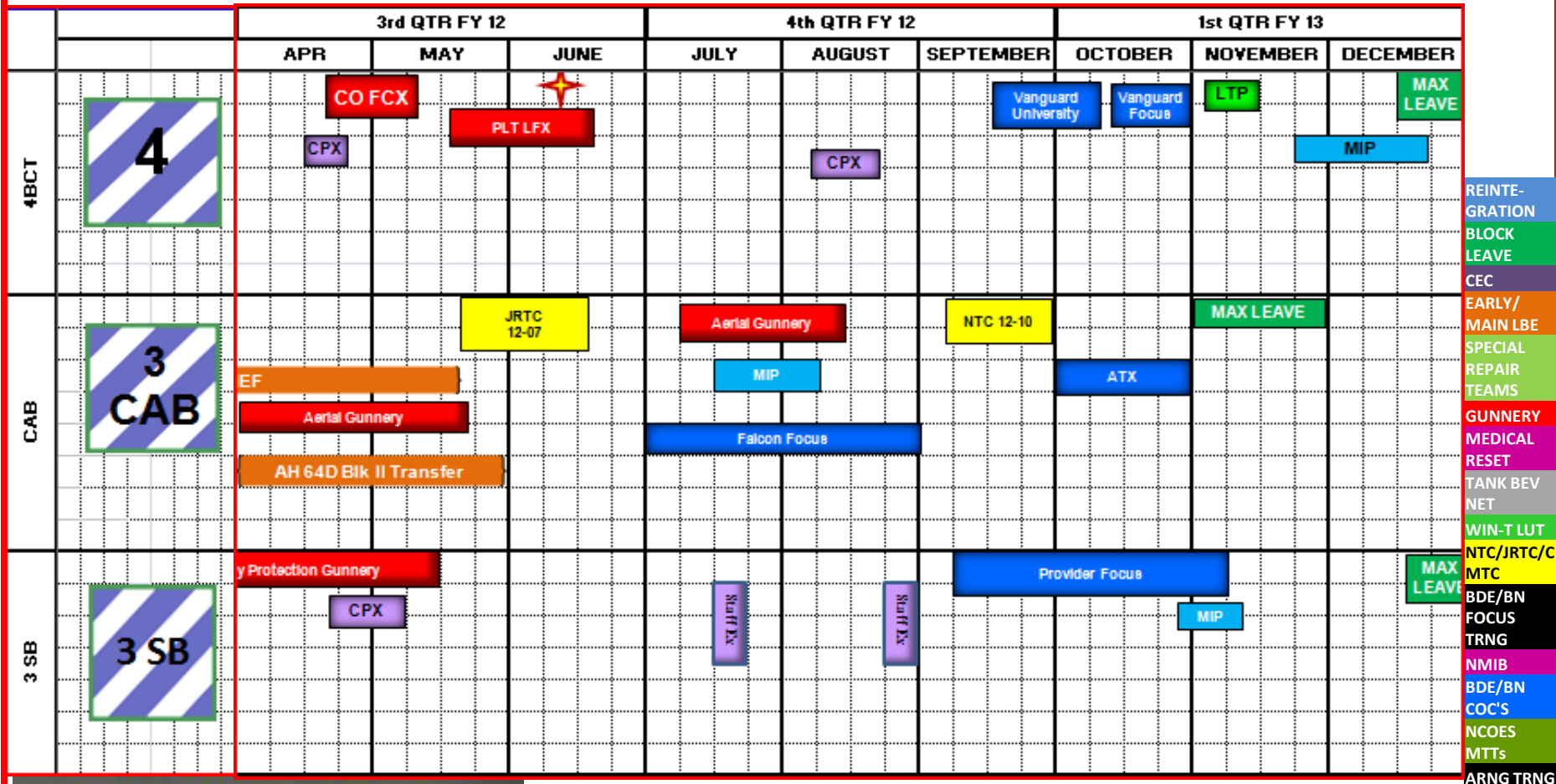
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MISSION PRIORITIES

3RD ID UPDATE



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ORGANIZATION CHANGES DOL Transfer to AMC



- Final approval for AMC transition approved by Chief of Staff of the Army.
- OCT 2012: Target date for AMC to assume DOL. Preparations are ongoing to meet target date.
- All functions will transfer.



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ORGANIZATION CHANGES HHC DEACTIVATION



- IAW OPORD 12-010: U.S. Army Garrison (USAG), Headquarters and Headquarters Company (HHC)/Detachment (HHD) Inactivation Plan (U), dated 21 OCT 2011.
- Effective: 30 September 2012
- HHC issue was approved to compete for military resources in the Total Army Authorizations (TAA) 14-18 process.



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THINGS WE ARE PROUD OF

ARMY COMMUNITIES OF EXCELLENCE

AWARD YEAR 2012



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- **Implemented “Project Life Saver”**
- **CPT Dorothea Mobley selected as the “Garrison Employee of the Year Category III FY11”**
- **Conducted an on-site Basic Civilian Education System Course for 36 employees.**
- **Certificate of Appreciation from Governor Deal for being “a valued Partner of the Clean Air Campaign**
- **HAZMART Pharmacy selected as an exemplary practice in the ACOE contest.**
- **Exceeded 4 of 4 Presidential goals:**
 - **Energy Reduction**
 - **Water Reduction**
 - **Municipal Waste Recycling**
 - **Demolition and Construction Waste Diversion**
- **ACS Straight Talk**
- **SGT Rocky’s Neighborhood**
- **Received the Army Packaging Achievement Award; competing for the DoD Packaging Achievement Award.**
- **Won the Fire Prevention Program for Atlantic Region, nominee for the IMCOM competition.**
- **DOL Supply Packaging Team 2011 Army nominee for the Defense Packaging Achievement Award.**



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THINGS WE ARE PROUD OF



2011 MG KEITH L. WARE PUBLIC AFFAIRS COMPETITION IMCOM LEVEL WINNERS

Community Relations:

- Individual Achievement, Community Outreach
- 1st: **Patrick Young**, Fort Stewart

Print Awards:

- Magazine-Format Publication
- 1st: *Fort Stewart Quality Time*
- Picture Page, Military
- 1st: Fort Stewart, Unit, "Third ID, Families remember their fallen"

Broadcast Awards:

- Category H: Television Information Program
- 1st: Fort Stewart, "Sgt. Rocky's Neighborhood deployment episode"
- Category I: Television Spot Production
- 1st: Fort Stewart, **Kaytrina Curtis**, "Gary Sinise Resiliency PSA"
- Category K: Television Feature Report
- 1st: Fort Stewart, **Kaytrina Curtis**, "WRESP"
- Category L: Television Sports Report
- 2nd: Fort Stewart, **Kaytrina Curtis**, "Women of Marne Combatives"
- Category P: Command Information Campaign
- 1st: Fort Stewart, "National Disability Awareness Month Campaign"



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STARBASE Savannah

Sustain, Support and Defend



- March 12, 2012 Hunter Army Airfield became the first Active Duty Army installation to house the national DOD STARBASE program.

- 5th grade students from Pulaski Elementary were transported to the STARBASE program with their school teachers while they learned the fundamentals of S.T.E.M (Science, Technology, Engineering and Mathematics).

- The objective of the STARBASE program is to raise the interest and skill level of students who struggle in the area of math, science, and technology through a hands on creative curriculum structure.

- STARBASE Savannah was achieved through a partnership with the Savannah based STARBASE Foundation, Savannah Chatham County Public School System and Ft Stewart/Hunter Army Airfield.



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CES BASIC AT FORT STEWART

The first IMCOM Civilian Education System (CES) Basic Course was conducted at Fort Stewart on 5-16 DEC 2011 and was attended by 36 personnel.

Students who successfully complete this course will:

- Understand and apply basic leadership skills and care for small teams
- Apply effective communication skills to build a team
- Demonstrate internal and external situational awareness
- Direct teams accordingly
- Develop and mentor subordinates



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CIVILIAN EDUCATION SYSTEM



	# REQUIRED	# TRAINED	% OF REQUIRED TRAINED	# ENROLLED
FOUNDATION	762	610	80%	152
BASIC	293	151	51%	88
INTERMEDIATE	176	80	45%	16
ADVANCED	59	35	59%	9



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GARRISON CIVILIAN AWARD

OF EXCELLENCE PROGRAM



PURPOSE: To identify and reward exceptional performance of civilian employees at USAG Ft Stewart/HAAF.

WHO CAN NOMINATE: Supervisors, Co-workers, Teammates, Customers

QUARTERLY WINNERS RECEIVE:

\$500 Cash Award;
Achievement Medal
24-hour Time Off Award

ANNUAL AWARD:

\$1,000 Cash Award;
Commander's Award for Civilian Service;
40-hour Time Off Award

ELIGIBILITY: All Appropriated and Non-appropriated fund employees whose performance makes a statement of excellence.

GARRISON COMMANDER'S AWARD OF EXCELLENCE
Recipients for **First Quarter FY 2012**
Were Presented To:

Category 1 – Ms. Debbie Thompson, DHR
Category 2 – Dr. Olivia H. Penrod, DHR
Category 3 – Ms. Clara Schueler, ACS

1st Qtr – Nominations due 1 Feb

2nd Qtr – Nominations due 1 May

3rd Qtr – Nominations due 1 August

4th Qtr – Nominations due 1 November



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GC SUPERVISOR TRAINING

A RECOMMENDED PROCESSES FROM 2010 PROCESS ACCESS TEAM (PAT)



CLASSES CONDUCTED

SUBJECT

ATTENDANCE

- | | | |
|--|--|-----|
| • July and August 2011 | Leadership and Ethics | 400 |
| • October and November 2011 | ALARACT 250/2011
Glidepath / Budget
EEO Do's and Don't | 331 |
| • February 2012 | Annual Civilian Employee Survey Results
Employee Assistance Program
New Employee Orientation DVD
Workforce Development Program (IDP)
Organization Inspection Program (OIP)
Thrift Saving Plan (TSP)
Glidepath / Budget | 399 |
| • Next Class scheduled for 8 and 9 May at Fort Stewart and 10 and 22 May at Hunter Army Airfield | | |



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FAMILY MEMBER, COUPLES AND

ARMY CIVILIAN RESILIENCY TRAINING



- A total of 27 Family Members and 88 Army Civilians and 1 Soldier have completed the Resiliency Training in FY11
- A total of 21 Family Members, 56 Army Civilians and 9 Soldiers have completed Resiliency Training in FY12.
- Five graduations have been held to recognize those who have completed the course.
- Resiliency Training consists of four learning modules which cover six competencies.
 - Optimism
 - Character Strengths
 - Connection
 - Self-Awareness
 - Self-Regulation
 - Mental Agility

FY11:
116
FY12:
86

RESILIENCY CLASSES ARE EXPANDING- Evening classes will be offered in 3rd Qtr FY12 to increase participation by Family Members and Couples.

Module descriptions and class dates can be found at www.stewart.army.mil on the ACS homepage.

Upcoming Classes:

- Fort Stewart – each Tues 10 Apr – 5 Jun, morning or afternoons
- Fort Stewart – 4 day course – 11-14 Jun
- HAAF – 4 day course – 25-28 Jun



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PRESIDENT'S CHALLENGE

PROGRAM

AWARDS ISSUED



- Total Garrison Participants: 393
- Total Garrison Points Earned to Date: 12,940,733
- Total Awards Issued By Category:
 - Gold - 14
 - Silver - 40
 - Bronze - 94



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CIVILIAN FITNESS

PROGRAM



- The Civilian Fitness Program provides the opportunity for Civilian employees to improve their health, well-being and overall resilience.
- Employees are authorized 3 hours of excused absence per week for up to four months once during their career.
- 1st Session was 4 Apr 11 – 29 Sep 11
 - 18 Completed the program (Stewart), 7 Completed the program (HAAF)
- 2nd Session scheduled **was 17 Oct 11 - 12 Apr 12**
 - 25 New Participants (Stewart), 3 New Participants (HAAF)
- **3rd Session scheduled to began 7 May 12-23 Aug 12**
 - **Applications will be available online Mar 12 at www.stewartmwr.com. Click on Newman Fitness Center.**

For more information about the program contact: devin.bradley1@us.army.mil



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2011 ALL ARMY

DIGITAL PHOTOGRAPHY CONTEST

WINNERS!



•Congratulations to our 2011 Army Digital Photography Contest winners!

•The Department of the Army Digital Photography Contest judging concluded November 2011. The IMCOM G-9 Family and Morale, Welfare and Recreation (FMWR) coordinated this Army world-wide event. There were more than 1800 entries of which 115 made it to the finals.

•Contest categories included:

•People, Military Life, Nature/Landscapes, Animals, Still Life, Design Elements, Digital Darkroom and Monochrome.

•Out of the twenty-five Atlantic (AT) Region competitors Fort Stewart had 1 – 2nd place winner and 3 – honorable mentions:

•**Active Duty Soldier Division**

•CPL Graham Taylor Second Place

•CPT Barron Cole Honorable Mention

•1LT Alex Bernardini Honorable Mention

Military Live

Digital Darkroom

Monochrome

CINDERBLOCKS

CHROME CYCLE

FIRST SET

•**All Other Division**

•FM Amy Proctor Honorable Mention

Military Life

TECHNOLOGY BRINGS MILITARY FAMILIES
TOGETHER

•This award reflects a high degree of personal accomplishment in the field of photography. We encourage you to continue developing your photography skills and we hope you will continue to enjoy and participate in Army Arts and Crafts program activities.



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COMBINED FEDERAL CAMPAIGN

2011



Campaign period:
1 Sep – 18 Nov 2011

Goals: \$475,000 (Total)
\$400,000 (Division)
\$75,000 (Garrison)

Final: \$589,751 (Total)
\$519,186 (Division)
\$70,565 (Garrison)



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WHAT'S NEXT



FY12 ARMY EMERGENCY RELIEF (AER) CAMPAIGN 1 MAR – 15 MAY 2012



AER is the Army's emergency financial assistance organization and is dedicated to "Helping the Army Take Care of Its Own".

Your donations help to provide interest free loans or grants for emergencies to active duty Soldiers and retirees, single or married, Family Members as surviving spouses or orphans of Soldiers who died while on active duty or after they have retired.

This year's (2012) combined installation goal for Fort Stewart/Hunter Army Airfield is **\$250,000.**

The Fort Stewart/Hunter Army AAF Garrison Goal is **\$9,000.**

Current Contributions: \$1,288.00 (as of 04 Apr 12)

Please call Army Community Service (ACS) at 767-5058 for more information.



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WHAT'S NEXT

REMAINING FY10 BUILD OUT



Facilities		% Complete	Estimated Completion
1	Repairs at Bldg. 206 Phase II	34%	August



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WHAT'S NEXT

FY11 BUILD OUT



2011 Top Fifteen Build Out			
	Title	Status	Est. Comp.
1	Construct an ACS Building	100%	MAR
6	Correct Taxiway Signs, Electrical System, HAAF	1%	MAY 2013
7	Install High Efficiency Building Circulation Pumps	152/300	JUL
8	Renovate Bldg 616 for Courtroom, JAG	43%	JUL
9	Renovate 911 Center, Bldg 7	74%	JUL
10	Construct CFFT/ EST Facility, HAAF	99%	APR
11	Bring HVAC Systems to Green	45 of 46	TBD
12	Renovate Fire Station #2	14%	AUG
13	Construct Safety Training Facility	60%	MAY
15-1	Construct Latrine Facility @ Contrell Field	47%	JUN
15-2	Construct Latrine Facility @ Marne Garden	HOLD	TBD



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WHAT'S NEXT



FY12 DPW FOCUS AREAS (IPB TOP 10)

2012 IPB Top Ten Priorities			
Title		DSGN	Status
1	Install HVAC at Company Ops	100%	3 to 8 Started
2	Repair Fire Alarm and Suppression Systems	60%	
3	Construct Tactical UAS Hanger at Evans	99%	
4	Construct New Safety Center Building	65%	
5	Expand Parking @ Stewart Lanes	100%	
6	Replace Energy Inefficient HVAC Misc Bldgs	84%	
7	Construct Law Enforcement Admin Facility	40%	
8	Site Prep for Close-in Urban Town #7 (Wiley)	100%	at DOC
9	Replace Bleachers at Newman Gym	100%	Cancelled
10	Passive Solar Program	30%	
CPMC	Construct Outdoor Rec Bldg at HAAF	100%	at DOC
CPMC	Construct Laundry Bldg at Lodging	20%	
REIMB	3-160 th Wash Rack		at DOC



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WHAT'S NEXT

AUTOMATED INSTALLATION ENTRY



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- Automated Installation Entry = AIE
- ALL AIE Equipment is in place at all gates except for Gate 4 (FS) and Rio Gate (HAAF).
- Testing of the system will be during 12 – 23 Mar.
- Endurance testing (running drivers and vehicles through lanes), proposed schedule is from 26 Mar through the month of Apr.
- Proposed sign over date is 11 May.
- Proposed Registration to begin 14 May.



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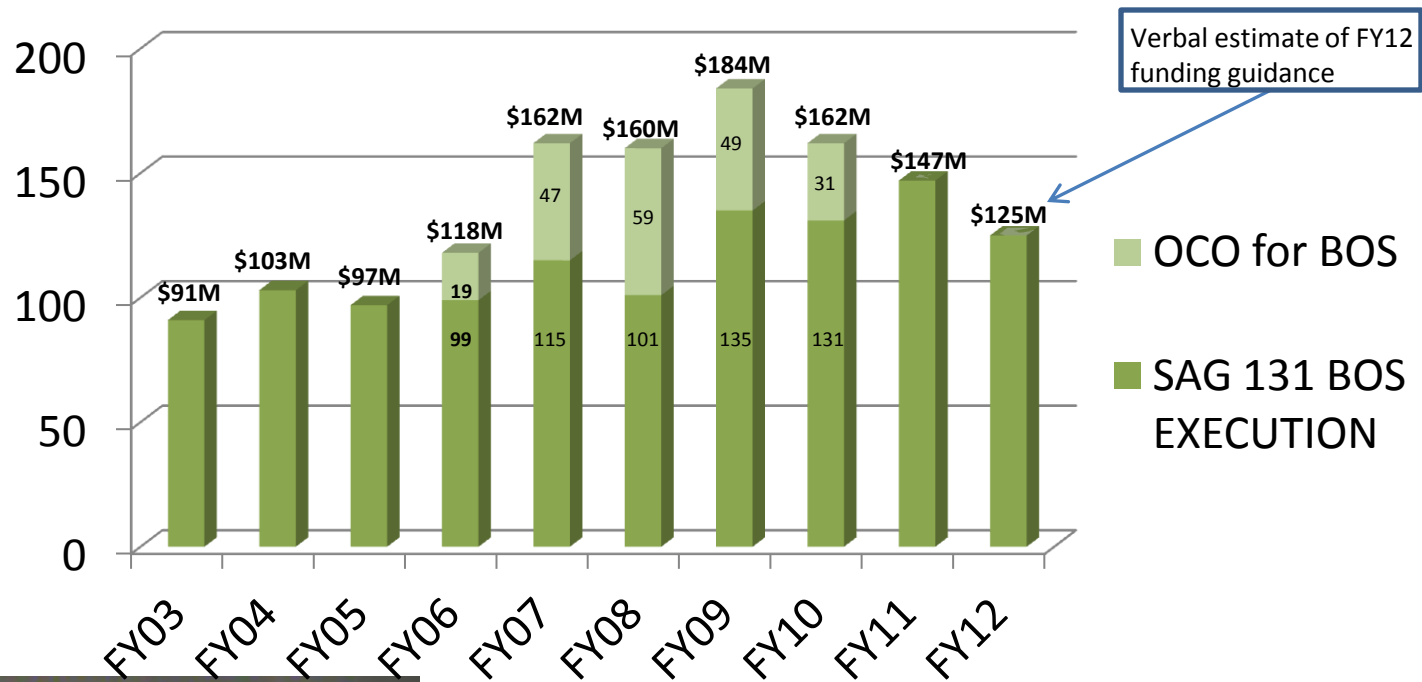
RESOURCES

The Brutal Reality



- DOD directed Army to reduce Civilian strength to meet FY12 funding target.
- Army directed IMCOM to reduce 6,781 Civilian strength NLT 1 OCT 12.
- IMCOM directed FS/HAAF to reduce 340 Civilian strength NLT 1 OCT 12.

FORT STEWART/HAAF BASOPS EXECUTION/BUDGET



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Confront the Brutal Reality



- Fort Stewart/HAAF led IMCOM in 1st half of FY12 with 62 VSIPS approved and offered.
- Each employee updated their employee master record and résumé during March.
- IMCOM Enterprise Placement Program (IEPP) advertised over 70 positions during March 2012. Persistence pays off when dealing with Enterprise programs.



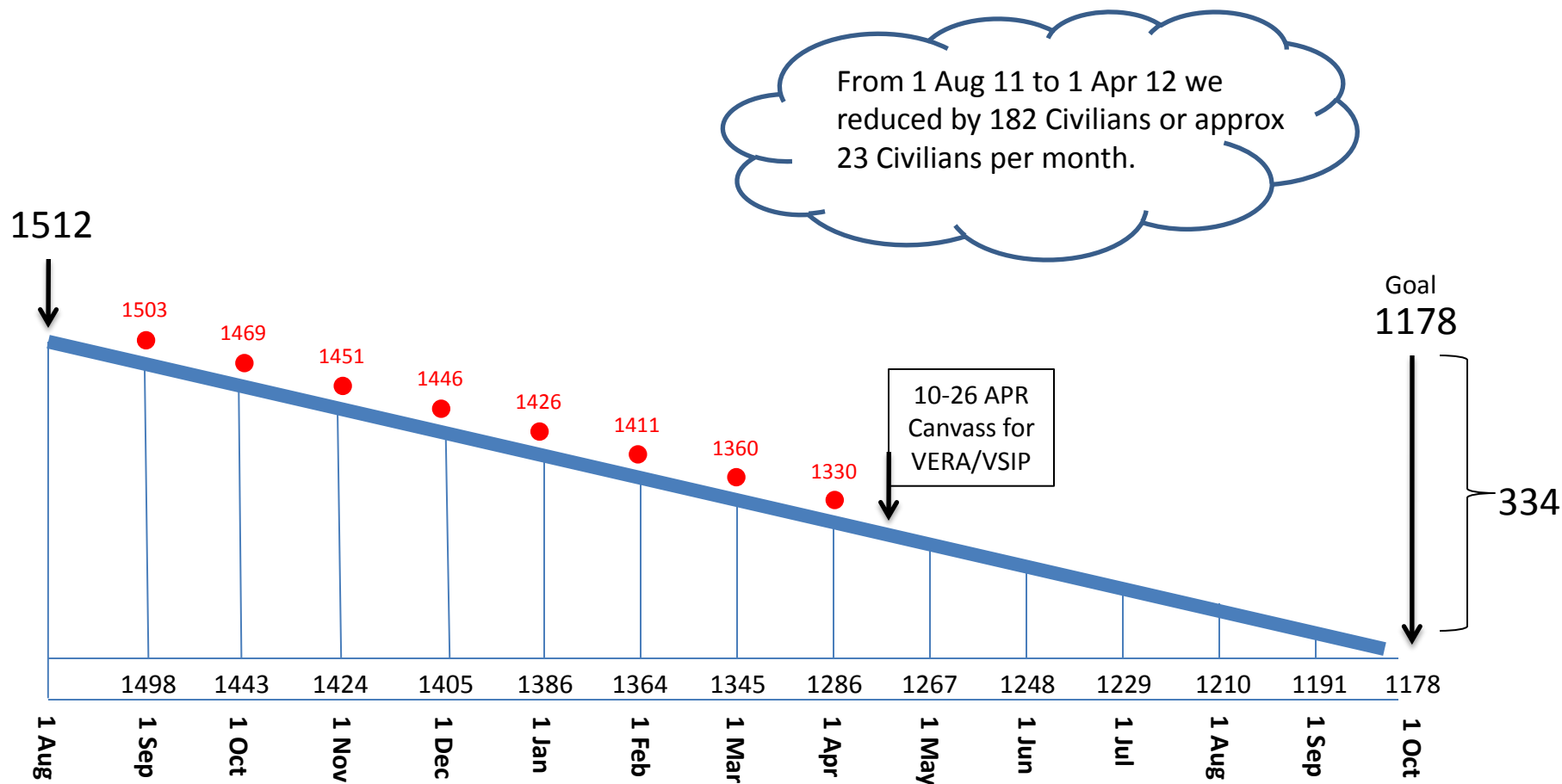
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Fort Stewart/HAAF Human Capital Strategy Timeline



As of 01 APR 12



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FS/HAAF does not have approval to conduct a RIF.

We are making steady progress in reducing on-board strength.

41 Reimbursable Forestry Civilians are not counted in our on-board strength as of 1 April 2012.



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Resources

Reassignment Process



Garrison Vacancies are accessible for everyone to view on the Fort Stewart/HAAF intranet are at the following site:

<https://intra.stewart.army.mil/garrison/gc/Pages/default.aspx>

On the left hand side you will see a tab called "Garrison Vacancies".

We encourage those employees who want to volunteer to fill a vacancy to contact the POC.

For those employees without access to a computer, you will find this posted on your directorate bulletin boards.



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IMCOM Enterprise Placement Program (IEPP)

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IMCOM Vacancies are accessible for everyone to view on AKO at the following site:

<https://www.us.army.mil/suite/page/662838>

Site is down for maintenance every Monday

New vacancies are posted every Tuesday

To be eligible for these positions you must currently be an appropriated funds IMCOM employee located at a Region or a Garrison

Applications that would result in a promotion will not be considered. Applicants should apply for vacancy announcements that lead to a reassignment or voluntary change to lower grade.



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Resources

VERA/VSIP

- VERA/VSIP window closed on 31 March for this Fiscal Year.
- Garrison Commanders are pushing to open up a new VERA/VSIP window that runs through 30 September. Many Civilians have expressed desire to retire w/VSIP at the end of the Fiscal Year.



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QUESTIONS



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STATE OF THE GARRISON

NEXT STATE OF THE GARRISON

25 OCTOBER 2012



A copy of this briefing is located at this URL:

<http://www.stewart.army.mil/paiao/default.asp>



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